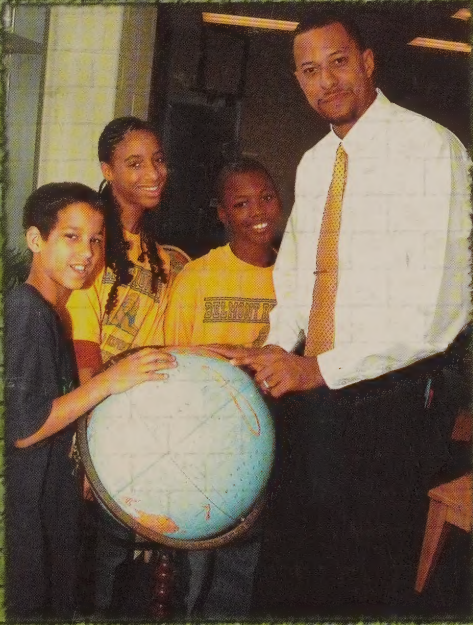


# The Newark Public Schools



2003-2004  
Annual Report

NPS

*Newark is Passionate about Success!*





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# The Newark Public Schools

## Mission



The Newark Public Schools recognizes that each child is a unique individual; possessing talents, abilities, goals, and dreams. We further recognize that each child can only be successful when we acknowledge all aspects of that child's life; addressing needs, enhancing the intellect, developing character, and uplifting the spirit. Finally, we recognize that individuals learn, grow and achieve differently, and it is, therefore, critical that, as a district, we provide a diversity of programs based on student needs.

As a district we recognize that education does not exist in a vacuum. In recognizing the rich diversity of our student population, we also acknowledge the richness of the diverse environment that surrounds us. The numerous cultural, educational and economic institutions that are part of the greater Newark community play a critical role in the lives of our children. It is equally essential that these institutions become an integral part of our educational program.

To this end, the Newark Public Schools is dedicated to providing a quality education, embodying a philosophy of critical and creative thinking, and designed to equip each graduate with the knowledge and skills needed to be a productive citizen. Our educational program is informed by high academic standards, high expectations, and equal access to programs that provide and motivate a variety of interests and abilities for every student based on his or her needs. Accountability at every level is an integral part of our approach. As a result of the conscientious, committed, and coordinated efforts of staff, parents, and the community, **All Children Will Learn.**

### District Goals

To improve student achievement by providing all students with equal access to opportunities that demonstrate high academic standards and high expectations.

To equip students to be productive citizens through the development of student moral and social responsibility.

To involve the community — parents, grandparents, foster parents, guardians, clergy, elected officials, corporations, small businesses and charitable organizations — in meaningful decision-making and planning for Newark children by enfranchising the community and empowering parents.

To structure an efficient, effective organization that allocates and aligns resources on the basis of student need with high achievement as the ultimate goal.

### Guiding Principles

Every NPS employee must be committed to high achievement for all students and assume responsibility for that success.

The NPS district is standards driven. We expect the best from students and staff, and work everyday to ensure that each student has the necessary support and quality learning environment to meet our high standards and great expectations.

The district is committed to providing a caring and safe environment. We respect students' and employees' diverse backgrounds, abilities, interests and needs, and strive to provide structures, systems and practices that promote academic achievement.

The district participates openly and honestly in productive, collaborative and reflective communication and systematically solicits feedback from multiple stakeholders to ensure shared decision-making.



# Message From The Superintendent

As we present this annual report for the 2003-2004 school year, I would like to commend the students, parents, teachers and administrators who share our passion for success and have committed their time, talent and resources toward achieving our mission and goals. While we are not yet where we want to be, we are making progress.

Time and again Newark students have beaten the odds and excelled beyond expectation. Our fourth grade students outperformed the State on standardized tests, [goal #1- increasing student achievement]. Our eighth graders at Camden Middle School set a precedent when they won a statewide civics competition, [goal #2- meet high standards and expectations]. Students attending our magnet and comprehensive high schools received top honors in regional and national competitions. Individuals, classes, grades and schools have made significant achievements that are too numerous to mention. It is my honor and pleasure to share some of the highlights. Suffice it to say, we have never been more passionate about success!

Seventy-one percent of our fourth-grade students passed the Language Arts Literacy portion of the New Jersey Assessment of Skills and Knowledge (NJASK) and 59 percent passed the Mathematics section. These test results surpassed state averages, which are 68 percent proficient in Language Arts Literacy and 53 percent proficient in Mathematics. [A detailed analysis of student performance is on page 14.]

Ann Street School (K-8) was one of only three schools in the State of New Jersey to receive the prestigious Bellwether Award for academic excellence from the Business Coalition for Educational Excellence. This honor is bestowed upon schools that maintain high Grade Eight Proficiency Assessment (GEPA) test scores in spite of having all of the demographic indicators of an at-risk school.

For more than 20 years now, the Science High School debate team has been winning the national Lincoln Douglass Forensic Debate competition and they did it again in 2004! In addition, our high school students won first, second and third places in six divisions at the East Coast Regional Urban Debate Championship Tournament. Congratulations to the teams from Central, Malcolm X Shabazz, Newark Vocational, Science, and Technology High Schools.

The district sent 10 teams to compete in the FIRST (For Inspiration & Recognition in Science) Robotics Competition. At this competition, the Technology High School team won the Chairman's award, the highest and most coveted award.



Our achievements do not stop there. They are district wide and across all grade levels. First Avenue School (K-8) was the recipient of the highly valued honor entitled, the "School Change Award." The recognition is bestowed upon schools that have made impressive gains in academics, school environment and community involvement.

Eighth graders at Camden Middle School (grades 5-8) became the first group of youngsters from an urban school district to win a major statewide social studies contest when they took first place in "New Jersey: We the People...Project Citizen." Their winning entry, which called for the installation of a traffic light near their school, has the potential to help save lives and make the city streets safer.

Dayton Street School (PK-8) won the citywide Do Something "Know Your Newark" contest, as well as the "Team Work" Award at the FIRST Lego League Robotics Competition. Finally, four of our seventh grade boys from Avon Avenue School (K-8) won an essay contest — sponsored by *The 3 Doctors*, NPS alumni and authors of the bestselling book *"The Pact"* — challenging youngsters to write about staying drug free and focused.

As always, the greater Newark community — parents, businesses, community-based organizations, faith-based institutions, higher education and elected officials — has helped us reach our goals, [goal #3- community involvement].

We are also making great strides in the area of financial reporting and fiscal responsibility, [goal #4- efficient and effective organization]. For the second year, Newark Public Schools has received the Certificate of Excellence in Financial Reporting for its Comprehensive Annual Financial Report as reviewed by the Association of School Business Officials International.

Please help us continue making progress in the Newark Public Schools.

A handwritten signature in dark ink, appearing to read "M. Balder". The signature is fluid and cursive, written over a light background.



# No Child Left Behind

Thirty-Five Category I schools developed and implemented their School Improvement Accountability Plans and budgets.

In addition to Title I, the District implemented Titles IIA, IID, III, IV, and V, which fall under the following departments: Title IIA – Teaching and Learning, Title IID – Technology, Title III – Bilingual Education, Title IV – Health and Physical Education, Title V – Gifted and Talented.

The district's summer school program, through Title I, funded enrichment trips for the students throughout the summer. During the regular school year, teachers, teacher aides and parent liaisons were funded through Title I.

## No Child Left Behind

With the implementation of No Child Left Behind (NCLB) and its mandated programs, the 2003-2004 school year was a busy one for the Newark Public Schools.

## Supplemental Educational Services and School Choice

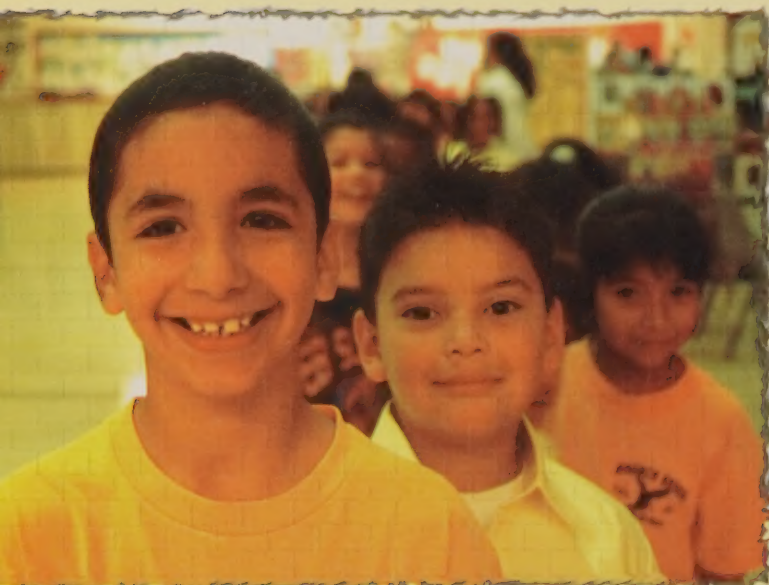
NPS implemented Supplemental Educational Services for the first time under NCLB. This program provided extra academic assistance (tutors) from outside vendors. The lowest performing, economically disadvantaged students in schools in the second year of program improvement were eligible for this program. A plan was formulated by the relevant district departments to identify students and to involve parents in the process.

Two Providers' Fairs were held in September 2003, in which 25 state-approved providers participated. At these fairs, parents met with providers and discussed the services offered. Parents selected the provider that they felt best met the needs of their children. The district then organized the placement of students into the proper program.

NPS also developed a timeline for the School Choice parental option as required by NCLB. In June, 2004 letters were prepared in four languages – English, Spanish, Portuguese and French – to be sent to approximately 17,500 parents informing them of the choice option.

## Highly Qualified Paraprofessionals

The district was in the forefront of implementing a plan to assist over 600 paraprofessionals in meeting the 'highly qualified' requirements of NCLB. By working with the Newark Teachers Union and a team from Essex County College, NPS implemented a career ladder program with two goals in mind. One was to have the paraprofessionals meet the 48 college credits requirement of the law. The other was to give those paraprofessionals wishing to pursue a teaching career the opportunity to receive an associate's degree and continue to study for a bachelor's degree at a four-year college. Combined with the specially designed District Math course, the paraprofessionals who participated in both programs were certified as "Highly Qualified," and were given certificates at a Recognition Ceremony on June 22, 2004. Paraprofessionals who passed the ParaPro Exam were also recognized at this time. Approximately two-thirds of our paraprofessionals are now highly qualified.





# Academic Initiatives

The emphasis for the 2003-2004 school year was to assure the restoration of the mandated Abbott reforms and programs in all schools. It was also emphasized that Central Office must shift in focus from regulator to service provider. Recent analysis of test data indicates an upward positive trend. While students have shown significant improvement on NJASK, GEPA, and HSPA in language arts literacy scores, mathematics and science scores reflect immediate attention and intervention is necessary.

## Goals

The district's priority goals encompass rigorous curriculum, instruction, and assessment as articulated in the Three Year Operational Plan. We are providing the necessary resources, personnel, and professional development to ensure improved and increased literacy, mathematics and science achievement by all students, viable career academies for students at all high schools, and professional development to address all New Jersey Core Curriculum Content Standards and all No Child Left Behind mandates.

## Language Arts Literacy (LAL)

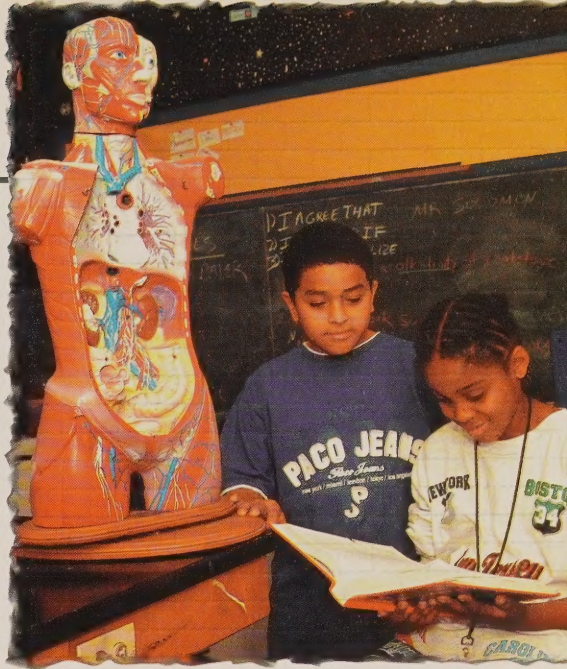
The district continues to focus on the improvement of reading and writing across the curriculum. We are expanding our novels initiative which requires the use of readers' notebooks for students in grades 6-8. This initiative also requires the expansion of classroom libraries together with enriched collections of leveled texts. We also completed the process of a reading series adoption for grades 6-8 to replace the current series that is over ten years old. At each level - elementary, middle grade, and high school - staff development included teacher training in the writing process, strengthening the substance of essays, guided reading, and contextualized reading.

## Mathematics

The NPS Systemic Initiative in Mathematics, a \$5.6 million local systemic change project funded by the National Science Foundation, has successfully implemented standards-based mathematics curriculum in grades K, 1, 2, 3, 6, and 7. The Office of Mathematics has completed the project's second year of implementation providing professional development and support for over 1,000 classroom teachers. Additionally, *Everyday Mathematics* in kindergarten and grades 2 and 3 and *Connected Mathematics* in grade 7 classrooms have been implemented throughout the district during the 2003-04 school year.

## Science

Districtwide student performance on the Science portion of GEPA indicated a 9.8% increase in proficiency. Data from administration of the first Science GEPA Practice Test mobilized office staff to work directly with grade eight students at their school sites. NPS designed a Professional Development series that reflected needs identified in a survey of K-8 science teachers. In addition, lessons for class visits to Banneker Science Center were revised to complement areas of need while still challenging students to think critically.



## Unprecedented NJASK Scores

Language Arts Literacy's "Living Voices" intertextual drama initiative featured in Jerusalem Post.

Initiation of the Essex County Schools-to-University Partnerships where High School English students-- in collaboration with LAL and Essex County College receive college credit for on campus courses taken in the senior year.

The 14th Annual Mathematics Fair received an unprecedented number of participants and a record number of projects were deemed exemplary by the judging committees.

The NPS partnership with Rutgers continued to grow as Rutgers-Newark offered graduate credits in Middle School Mathematics Teaching for NPS math teachers.

Third Annual Science Exhibition marked an increase in the quality of projects presented and number of schools participating.

NPS FIRST LEGO League Tournament was held at NJIT. The District's FIRST Robotics teams won various awards, including the Chairman's Award on the regional level.

Exposing students to quality physical science equipment and laboratory procedures.



# Academics

## World Language

Because of the state requirement to develop second language proficiency for all students, instruction in world languages begins at the elementary level and continues through high school. The objective of providing every student with a minimum of two years of world language instruction during his/her high school career has necessitated the need for increased staff and resources. The district continues to update our world language courses and assessments, and acquire instructional equipment, technology and resources.

## Bilingual

The district continues to train staff and teachers in the SIOP [Sheltered Instruction Observation Protocols] to assist in adapting core content from American textbooks to match the linguistic, cultural and academic characteristics of the English Language Learner [ELL] population. The district's immigrant count for 2003-04 was 3,277 students from 93 countries.

## Visual and Performing Arts

Though the state graduation requirement in visual and performing/practical arts is one year of study at the high school level, the variety of course offerings has significantly increased. This means more teachers and resources are needed to prepare students to meet the newly revised state standards. We have restored the arts in the elementary schools with instrumental and arts programs. This has increased the number of students participating in marching bands and other artistic endeavors.

The district was the recipient of a federal grant of \$300,000 for professional development in the arts and \$2,500 to collaborate with Newark-based opera singer, Kevin Maynor. The following schools received Newark Arts Council Grants in amounts of \$2,500 to \$4,000: West Side High School, Dr. E. Alma Flagg, and Fourteenth Avenue School.

We expanded opportunities for student learning through Title III after school and summer school programs and in Dual Language Programs.

NPS implemented a National FLAP [Foreign Language Assistance Program] Grant.

Exceptional gains were recorded for ELL students passing all tests in 2003-2004.

The Malcolm X Shabazz Marching Band won first place in the band competition at the Howard University Homecoming.

The Weequahic High School Marching Band won second place in the Orlando, Florida Band Festival.

Arts High School students won first place in the 10th Congressional Art Competition. Students from Barringer High School received second place awards.

An Arts High School student was an awardee in the Annual Coca-Cola Art Competition.

An Arts High School student became the first vocalist to receive a Star Ledger Performing Arts Scholarship. Two other recipients, also from Arts High School, received scholarships of \$20,000 and \$40,000 for their performances on piano and guitar respectively.





# Academics

## Instructional Technology

During the 2003-04 school year, NPS continued to upgrade and install new networks throughout the schools. Software upgrades must be maintained to continue our growth. As a result, the district installed new instructional networks at five schools, upgraded network computers at 13 schools and upgraded the district's ITV (Interactive Television) centers, allowing students additional statewide resources. NPS maintained several initiatives through instructional technology, such as ePals, eboard - a language arts/novel program, web filtering, remote imaging and Classroom Connect online staff development, in addition to Internet services. Also, as a result of providing Microsoft Office Specialist (MOS) testing center facilities, 24 high school students received MOS certification.



## Social Studies

The district successfully implemented the revision and infusion of African-American and Women's resource guides, a curricular initiative that affects all students. Meanwhile, work on the Hispanic resource guide continues. These guides can be accessed on the NPS website by students and staff. Also, character education programs for middle grade students and materials on economics, law and sociology for high school students continue to expand. Additionally, there was an increase in the number of students participating in programs such as We the People, ITV African-American History and multicultural, civics-based districtwide fairs and events.

## Extended Classroom Experiences

The Extended Classroom Experiences Program continued to provide service and support to all schools as NPS fulfilled its mission and beliefs that "numerous cultural, educational and economic institutions that are part of the greater Newark community play a critical role in the lives of our children. It is essential that these institutions become an integral part of the educational program." Research tells us that student learning is deeper and broader when connections are made between what we expect students to know and learn and real-life experiences. In Extended Classroom Experiences, teaching and learning that improves student achievement occurs outside of the classroom walls. Our partnership with the Greater Newark Conservancy enabled 50 classes of first graders to participate in a new program encompassing nature study and literacy. These experiences, at Newark Airport, Liberty Science Center, The Newark Museum, The Newark Public Library, The New Jersey Historical Society, The New Jersey Performing Arts Center, The Fraternal Order of Newark Police Museum, and The Greater Newark Conservancy are aligned to the New Jersey Core Curriculum Content Standards, enrich the curriculum, and offer opportunities to view excellence in authentic surroundings.

Homework Hotline was featured on NJN. More than 1,100 calls from students requiring assistance were addressed on the hotline during the school year.

Four high schools were provided with after school interactive video classes through an Urban League 21st Century Work Force grant.

*A Day in the Life of Newark*, a book featuring student artwork, was published through a Dodge Foundation grant.

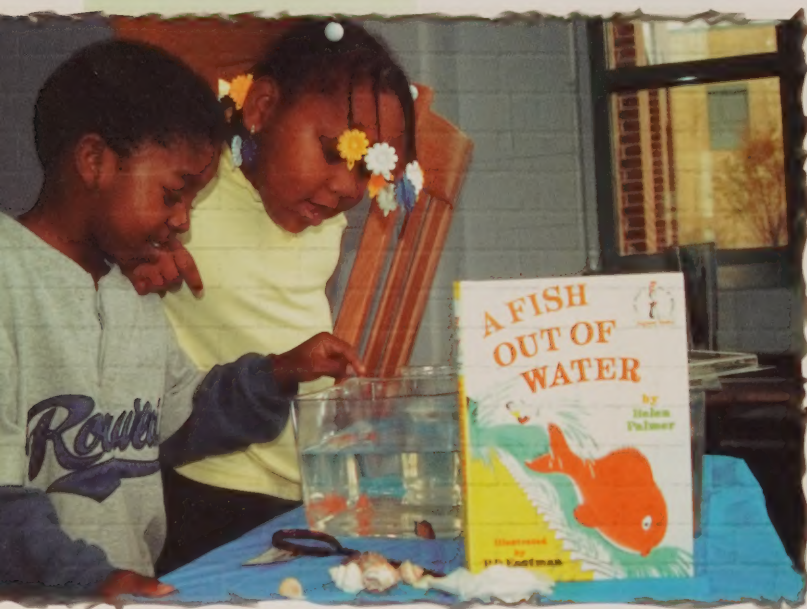
Roseville Avenue School was highlighted in a national video featuring student emails (text, audio and video) with students in Bologna, Italy. The district provided 15,000 students with ePals email.

Camden Middle students became the first urban school students to win a major statewide social studies contest, *We the People...Project Citizen*.

This year marked the establishment of the Rutgers University Teachers as Scholars partnership program.



# Early Childhood Education



Following the Abbott mandate, Newark's Early Childhood program continued to provide Pre-K 3 and Pre-K 4 classes to children in the City of Newark. The NPS pre-school program offered a safe, nurturing, high quality, standards driven program for all eligible children. The various components of the Early Childhood Program are closely aligned to the district's initiatives and are designed to support our goals for teaching and learning. Initiatives for the 2003-2004 school year were:

Thirty-four [34] preschool classes were involved in a literacy-based initiative sponsored by Leapfrog School House, while Young Audiences of New Jersey offered arts education experiences through the Creative Beginnings Program in Newark. The latter provided five-day residencies in six childcare centers, with classroom workshops and staff development.

Once again, four-year-olds both in-district and in the community-based child care centers were administered a language arts assessment in the fall and spring. The assessment measured their ability to identify upper and lowercase letters, associate letters with their initial sounds, recognize rhyming words, and write a minimum of eight words. In addition, the Brigance Screen was administered to all preschoolers to aid in assessing learning and developmental abilities.

The Office of Early Childhood continued to provide technical assistance to the directors of the community-based childcare centers to help them implement their educational and fiscal requirements.

Bi-monthly Newark Early Childhood Collaborative-SLT Council meetings continued to provide an opportunity for parents, community-based directors and their staffs along with school administrators and their staffs to network, exchange ideas and information, and seek to develop a common ground that will allow them to create viable preschool programs. This will enable the transition from community childcare centers to the Newark Public Schools to be a smooth and seamless process.

An Early Childhood Advisory Council comprised of community and district personnel, parents, and representatives from various social service agencies met regularly throughout the year to address issues and assist in the implementation of the Abbott programs.

Collaboration between the NPS and approximately one hundred eight (108) community-based childcare centers operated by 65 community agencies improved learning for Newark pre-schoolers.

More than 5,982 three-and four-year-old children were beneficiaries of the full-day Abbott Preschool Program.

At least two slots were allocated in each of the 53 general education classes to serve children with special needs.

One full-time social worker and 17 registered nurses (an increase of 16 nurses), worked collaboratively to provide services to the Abbott population in the community-based child-care-centers.

The Week of the Young Child was celebrated on April 18 - 24, 2004. The theme for that week was: "Children's Opportunities - Our Responsibilities."



# Pupil Services and Programs

## School-to-Career + College Initiatives (STCCI)

The STCCI program is a model for providing successful transition of high school students to the world of work, college, or post-secondary education. STCCI embraces a philosophy which establishes the infrastructure for an educational system that supports an active learning environment connected to career pathways. The program begins in kindergarten and extends through grade twelve. Although the program allows students to leave high school prepared for work or college, many career pathways require post-secondary education. Students are also afforded the opportunity for mentorships, job shadowing and internships in their chosen field. Those students who qualify may also gain college credit through the Tech Prep program. This flexibility allows the District to meet the needs of all students.

During 2003-2004, students received scholarships and attended internships with NPS partners, such as NJIT, NJPAC, Essex County College, UMDNJ, Seton Hall University and Essex County Construction Careers Program. In addition, over 250 students were provided with paid internships through partnership with MOET. The district also provided a variety of services and events for students, such as Groundhog Job Shadowing Day, the first student film festival for audio/video/broadcasting students, and driver training for construction pre-apprenticeship program students. We conducted a districtwide high school application process for the magnet career academies and provided funding for students to take certification exams in various career fields.

## Alternative Education

The district continued to serve the needs of a significant number of at-risk students through Alternative Education programs. Now completing its fifth year, Alternative Education has expanded to include six secondary evening programs (Twilight), five middle/elementary programs (Renaissance), and one secondary day program (Pathways Academy). These programs helped to alleviate some of the pressures placed on the middle and high schools when attempting to provide services to this specialized population. These initiatives enable the middle and high schools to focus on improving student achievement, lower their dropout percentages, better their attendance rates and improve standardized test performance.

Progress is reflected in the graduation of students who might otherwise have dropped out of high school. Our goal is the transitioning of students when they are able to return to day-school. The decision and commitment to open TEEM (Traditional, Educational, Employment Management) Gateway and a SOS program was driven by the need to address another faction of at-risk students. Although the graduation numbers are smaller within Alternative Education, they reflect a success that may have not otherwise been achieved. The secondary programs successfully graduated 83 students and the middle school programs graduated 87 students.



Our plan for implementing career academies – Culinary Arts, Aviation, Pre-Engineering, Audio, Video Broadcasting, Geographic Information Systems, Health Sciences and Construction was approved by The New Jersey Department of Education.

Students from Barringer High School Aerospace Academy placed first in the Middlesex County College Robo-Rocks Competition, while Montgomery Academy Allied Health students placed in the HOSA Regional Conference competition.

More than 2,000 students and parents attended the 4th Annual High School Fair.

Sixty students from the Twilight secondary programs participated in a college day at Nyack College in New York, where Central High School students were presented an award.

All Twilight and Renaissance students participated in a Black History Jeopardy game, a month long project that required students to research history/social studies and to develop the questions and their responses.

Glady's-Hillman Jones Middle School Renaissance students placed first in their category at the NPS Science Fair.



# Pupil Services and Programs

## Office of Extended School Day Programs

The After School Youth Development Program (ASYDP), continues to experience growth and improvement. The ASYDP was implemented in 75 schools during 2003-2004, servicing over 24,000 students, up to 10,000 daily in various fall and summer activities. The Office of Extended School Day Programs (OESDP) participated in a national assessment, the Continuous Improvement Process for After School (CIPAS) that is conducted by the National Community Education Association (NCEA), for which it received an exemplary rating in five out of seven categories.

Some of the new initiatives and accomplishments in the Extended School Day Program are: Learning for Life Curriculum which focuses on student leadership; Reading Libraries, available at Summer Youth Development Program sites for leisure reading; and participation in Lights On, an after school initiative, in its third year.

## Gifted and Talented

In an effort to improve student achievement through the acceleration of the Core Content Standards and to implement the New Jersey code for servicing above grade level students, NPS implemented two new initiatives for K-8 schools: weekend acceleration courses for students and professional training for teachers.

For grades 9-12, NPS began implementation of the five-year, State Education Department AP (Advanced Placement) Grant. This grant provides incentives and training for increasing the number of secondary students who are prepared to take AP courses. The grant also provides year-round training for middle and high school teachers.

A second series of free Saturday classes, funded by the Dodge Foundation via the Johns Hopkins Center for Talented Youth, offered early SAT exposure to students in 5th through 8th grade. The center also provided students with free screening tests, including the SAT, to enter their 3-week summer 2004 campus program. In addition, The Newark Museum Portfolio Project for students who have demonstrated giftedness in the visual arts focused on the exhibit Quilt Masterpieces from Folk Art to Fine Art. The resulting student-made quilt was exhibited in the museum's lobby. The Winter/Spring 2004 Newark Museum G&T Program focused on the museum's "World of Money Exhibit" and a final exhibit of student work was held at the museum in March, 2004.

Throughout the Kops-Kons-Kids initiative, Newark Police dissuaded participants from the temptations of juvenile delinquent behavior.

Jim Robinson, a Puppeteer taught the history and artistry of puppetry.

Camp Lewis students were treated to an all-day outing filled with outdoor excitement including fishing, hiking, nature trails, archery, and more in Rockaway Township

The Extended School Day Programs Parent Advisory Council did site visits as part of the newly implemented site assessment process

"Future Teachers," students from University High School, were given classroom training while being paid as teacher assistants for the 1st through 4th graders in the Gifted and Talented Saturday program

The three-day Annual Gifted and Talented Problem-Solving Convocation was held for grades 3 through 8 with participation from schools districtwide

During the summer of 2003, 42 NPS students attended the Montclair State Summer Camp for the Academically Gifted and 11 students participated in the NJIT Pre-College Summer Program





# Pupil Services and Programs

## Adult Education

The intent and purpose of the NPS Adult Education program is to provide instruction in the areas of Adult Basic Education, English as a Second Language (ESL) and General Education Development (GED) in English and Spanish. In addition, participants are provided with knowledge of community resources, occupational training, employability skills and computer literacy.

In 2003-2004 the district broadened its scope in keeping with national trends and offered skills, such as reading and writing preparation for the GED, via public broadcasting, as well as Saturday computer literacy classes at the Adult Learning Center.

## Guidance and Student Services

NPS students are provided with guidance services that are integral to the total school program, to ensure academic, social and emotional development. More funding for scholarships was available in 2003-2004 through the auspices of Project Pride, the Star-Ledger newspaper and CIT. At the same time, the district collaborated with local colleges' Talent Search programs to encourage more students to graduate and further their education.

NPS partnered with the Essex County Prosecutor's Office to provide career advice and internships for students. The district also collaborated with the Mayor's Office of Employment and Training (MOET) to provide working papers for students' summer jobs. More students than ever participated in college fairs, careers days and upward bound programs. Within the district, high school students gained work experience by participating in the Future Business Leaders program at NPS central office. Younger students in the drop out prevention Project Accel program studied their environment by carrying out research and hands-on work, while others were successful Reading Buddies for first-graders.

## Health Services

Health services provided to students by school nurses included assessments and actions to remedy any health problems, screening programs, follow-up of health records and referrals, and communication of students' needs to parents and teachers. In addition, nurses participated in the Child Study Team process, assisted students receiving home instruction and arranged for the accommodation of students with special needs.

In September 2003, NPS started to provide school health services to community-based preschoolers in the Abbott program. These responsibilities included assessment of the health and immunization status of children, follow-up on health problems and assisting parents in accessing community health services. In addition, the district continued to develop plans for increasing the number of school-based health clinics from five to six, by clearing space at McKinley Street School in readiness for the installations and furnishings.

NPS partners with Newark Business Training Institute to offer One-Stop services.

Opening of GED Testing Center to serve the city and county.

We partnered with Rutgers University to launch the Ambassador's Program whereby university students come to the schools to speak to students about college.



Our Saturday Academy provided SAT preparation for high school students, as well as a PSAT preparation program for 8th graders.

The highly successful Best Friends/ Best Men programs, which promote character-building were integrated into the guidance program.

NPS partnered with the City of Newark to launch a districtwide immunization campaign for all students.



# Special Education



NPS is continuing to open new programs throughout the district in order to provide a free and appropriate education to all children in their neighborhood school, whenever possible. The goal is to serve students' needs in the most inclusive environments, from pre-school through high school, with all required supports and services.

In addition, the district is working to improve the delivery of service to students by providing staff development to administrators, teachers, teacher aides and Child Study Team members. The Office of Special Education continues to provide instructional and assistive technology, supplementary academic supports, alternative assessment procedures and collaborative resourcing of services with other Newark Public Schools' offices and city community agencies. The Office of Special Education is also implementing the Special Education Plan and reports to the Special Education Oversight Committee on a regular basis.

The following programs were expanded:

Performance Development (continued)

Autism Program

Pre-School through High School Transition Programs

Supplemental Reading Programs - Wilson Reading and Read 180

Assistive Technology Services

The district provided Intensive Services to New Incident Populations - Nursing Services, and High Tech Supports

Extended School Year Programs





# Health, Physical Education, and Athletics

## Health and Physical Education

New initiatives in drug and alcohol abuse and prevention, family living, wellness, and HIV awareness which are part of the New Jersey Core Curriculum Content Standards continue to be implemented by NPS. More than ever, prevention education is seen as the key to students leading safe, healthy lifestyles. Athletic programs also continue to expand with increased interest from students as NPS sports teams prove successful.

All Elementary Physical Education teachers received staff development in CPR and First Aid training. Those who completed the training received certification from the American Red Cross. All Secondary Physical Education teachers participated in an interactive hands-on workshop in tennis instruction, provided by the United States Tennis Association. Teachers received free curriculum guides and all high schools received free tennis rackets.

All district Athletic Directors received a second year of training in applications for Schedule Star, technology that allows high schools to place their athletic schedules on the internet.

All Department Chairs received staff development in how to utilize examination recording and reporting software so that midterm and final exam data could be collected and transmitted expeditiously.



For the second consecutive year, The Malcolm X Shabazz Lady Bulldogs Basketball Team won the League, County and State Championships, and climaxed the year as New Jersey's Number One Team, winning the NJSIAA Tournament of Champions. The "Lady Bulldogs" is the first team ever to win the Tournament Of Champions in two consecutive years.

West Side High School won the NPS Sportsmanship Award for 2003-2004.

East Side High School's Girls Volleyball Team reached the semifinals of the State Volleyball Tournament and won the Essex County Volleyball Tournament. The Lady Raiders were ranked the Number 3 Team in New Jersey by the Star Ledger.

The Elementary School Track Day program has expanded to over 50 schools. The number of participants increased for the fifth consecutive year. This program has been very well received and supported.





# Student Statistics

## District Profile

<b>Total Enrollment</b>	42,802
Black	25,443
Hispanic	3,414
White	7,343
Asian/Pacific Is.	343
Amer./Alsk. Native	67
<b>Total Female Students</b>	20,819
Elementary	15,064
Secondary	5,755
<b>Total Male Students</b>	21,983
Elementary	16,707
Secondary	5,276
<b>Total Number of Schools</b>	76
Elementary	34
Middle	7
Senior High	10
Evening High	1
NJ Regional Day	1
<b>Total Number of:</b>	
Bilingual Students	5,481
Special Education Students	2,250
Adult Education Students	7,000
Gifted and Talented Students	1,000
<b>Special Education Students (Bused)</b>	
In District	2,653
Out of District	797
<b>2004 Graduates</b>	1,833
<b>Post Graduate Statistics</b>	
4-year College or University	664
2-year College	685
Other Post-Secondary Education	180
Government/Military	46
Employment	31
Unemployed	24
Undecided	87
<b>Graduates Receiving Scholarships</b>	392
<b>Scholarship Dollars</b>	\$7,780,449
<b>Total Number of Staff</b>	7,478
Instructional	4,707
Non-Instructional	2,771
<b>Charter School Enrollment</b>	2,538

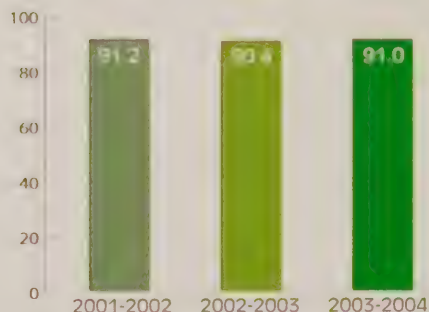
## Attendance

While the district constantly works to improve student attendance, the NPS rate has consistently been above the state mandated attendance percentage rate of 90%. During 2003-2004 NPS continued its collaboration with the Newark Municipal Court and area colleges and universities to provide Parenting Skills to parents of truants and tutoring/mentoring to students through the Truancy Alternative Project.

In addition, truancy prevention materials were distributed to students and parents, rewards were given to students who made marked improvements and the annual Perfect Attendance Poster Contest was prominently featured throughout the district.

NPS collaborated with the Essex County Educational Services Commission to provide programs, services and tutoring to displaced (homeless) students. At any one time, there were up to 800 displaced students, whose general wellbeing was also of concern to the district. These students were provided with school supplies and book bags to encourage them to continue to attend school. Pathmark Industries donated more than 80 boxes of health/toiletry supplies to these students and their families, while a voluntary district staffed organization, Workers for Kids, raised funds and held food and toy drives.

## Three Year Attendance Comparison





# Student Performance

## New Jersey Assessment of Skills and Knowledge (NJASK) Grade 4

The New Jersey Assessment of Skills and Knowledge (NJASK4) is the state test administered to fourth graders. NJASK4 replaced ESPA in 2003 and it also helps to determine students strengths and weaknesses so that appropriate instructional interventions can be put in place. Fourth grade students have shown tremendous gains on this test. Results indicate a growth of 19 points in Language and 21 points in Math since 2001, and for the first time, the district surpassed the State benchmark in both subjects. (Benchmarks are 68 for Language and 53 for Math.)

PROFICIENCY RATES	LANGUAGE ARTS				MATHEMATICS			
	2001	2002	2003	2004	2001	2002	2003	2004
PARTIALLY PROFICIENT	48.1	35.1	35.8	29.1	66.5	61.1	50.1	46
PROFICIENT	49.7	62.8	62.7	69.5	27.8	30.4	32.8	36.1
ADVANCED PROFICIENT	2.2	2.1	1.5	1.4	5.7	8.4	17.1	17.9
% PASSING	51.9	64.9	64.2	70.9	33.5	38.8	49.9	54

## Grade Eight Proficiency Assessment

The Grade Eight Proficiency Assessment (GEPA) is the state test for eighth graders. The test is used to determine how well the students are acquiring the skills they need to pass the High School Proficiency Assessment (HSPA). Results indicate Newark youngsters have been improving in this test. Mathematics scores increased 15 points since 2001 and Science scores increased almost 18 points in the same period.

PROFICIENCY RATES	LANGUAGE ARTS				MATHEMATICS				SCIENCE			
	2001	2002	2003	2004	2001	2002	2003	2004	2001	2002	2003	2004
PARTIALLY PROFICIENT	53.7	54	46.9	45.5	73.5	69	68.1	58.5	68.8	66.7	60.7	50.9
PROFICIENT	44.5	45.1	51.4	53.1	23.7	27.8	26.2	34.8	29.4	31.4	36	45.5
ADVANCED PROFICIENT	1.8	1	1.7	1.4	2.8	3.2	5.6	6.7	1.8	1.9	3.3	3.6
% PASSING	46.3	46.1	53.1	54.5	26.5	31	31.8	41.5	31.2	33.3	39.3	49.1

## High School Proficiency Assessment

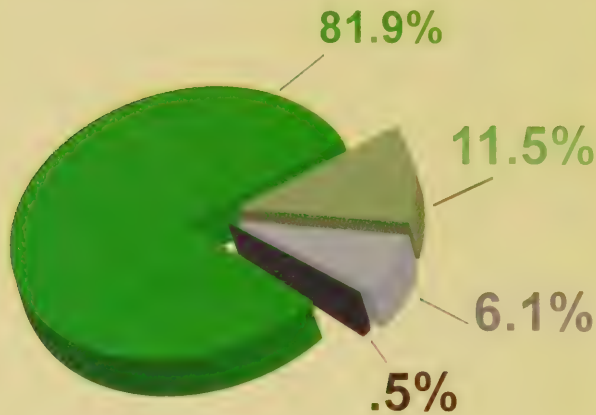
The High School Proficiency Assessment (HSPA) is the test that the State has developed for 11th graders. The test is a requirement for graduation from High School. It was administered for the first time in 2002. The latest test results show that 59% of our junior class passed the Language Arts Literacy section of the test and 34% of the class passed the Mathematics section. District initiatives in Language Arts Literacy and Mathematics are being implemented to assist students to master skills found on HSPA.

PROFICIENCY RATES	LANGUAGE ARTS			MATHEMATICS		
	2002	2003	2004	2002	2003	2004
PARTIALLY PROFICIENT	39.1	44.5	41.4	67.8	71	66.5
PROFICIENT	56.6	51.3	54.6	29.8	26.8	28.6
ADVANCED PROFICIENT	4.2	4.3	4.1	2.4	2.2	4.9
% PASSING	60.8	55.6	58.7	32.2	29	33.5



# Budget and Grants

## The 2003-2004 Budget



State	664,941,003	81.9%
Local	93,401,884	11.5%
Federal	49,757,729	6.1%
Debt Service	3,836,812	0.5%
<b>Total Funds</b>	<b>811,937,428</b>	<b>100.0%</b>

## 2003-2004 Total Revenues

### Local

Local Tax Levy	80,000,000
Tuition	641,761
Budget Fund Balance	10,045,965
Miscellaneous	2,264,158
	<b>92,951,884</b>

### State

Core Curriculum Standard Aid	268,357,802
Supplemental CCS Aid	20,770,333
Special Education Aid	32,976,010
Transportation Aid	4,490,894
Bilingual Aid	4,276,426
Other State Aid	39,268,577
Abbott Parity Aid	107,475,420
Additional Abbott v. Burke Aid	125,939,138
	<b>603,554,600</b>

### Special Revenues

Local	450,000
State	61,386,403
Federal	49,757,729
	<b>111,594,132</b>

Total Debt Service	3,836,812
<b>Total Funds</b>	<b>811,937,428</b>

## General Fund Expenditures

(How the dollars are spent by percentage)

Whole School Reform	44.88
Charter Schools	2.63
General Education	5.04
Co-Curricular/Athletic Activities	0.18
Special Education	0.16
Bilingual Education	0.01
Preschool Education	6.56
Tuition	5.43
Transportation	3.39
School Administration	0.04
General Administration	1.48
Student Support Services	6.58
Operation/Maintenance	9.39
Business Services	2.08
Employee Benefits (Unallocated)	4.13
Food Services	1.03
Facilities/Equipment	1.53
Special Schools	1.08
Special Revenue - State	0.56
Special Revenue - Federal	3.36
Debt Services	0.46
<b>Total General Funds</b>	<b>100%</b>



# Budget and Grants

## Grants

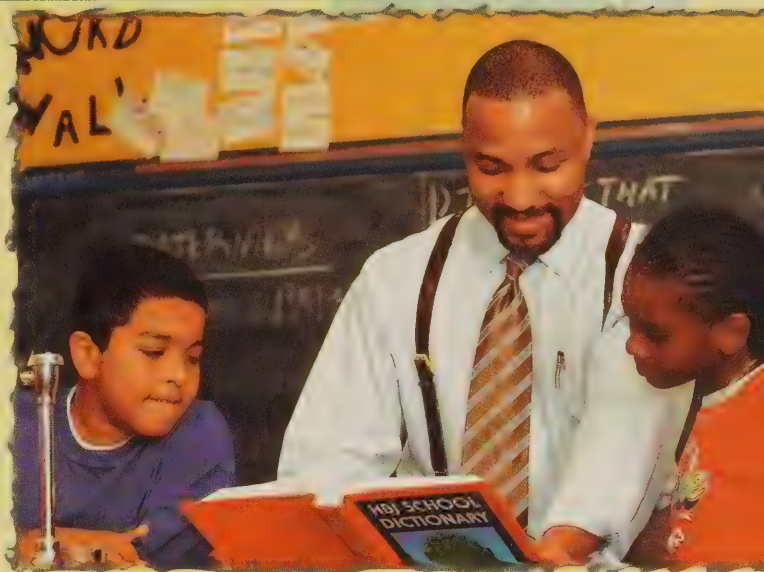
The 2003-2004 school year was one in which the district continued to demonstrate its ability to obtain grants that support No Child Left Behind, the goals of the Abbott districts and the NPS Goals and Guiding Principles. During this time, a total of \$71,841,358 worth of programs in the form of grants and awards were managed and implemented by NPS. Grants, which were obtained from state and federal agencies, as well as private foundations and organizations, supported a variety of programs, such as displaced/homeless students, character education, arts and staff development programs.

The NPS was awarded several grants to enhance its ever-improving instructional program. First, there was a grant to develop literacy programs by utilizing library resources. Second, our school district is one of eight in the nation and the only one in New Jersey to be awarded a federal grant to further the development of character education programs. Third, we have also been awarded an arts education grant to improve visual arts learning for middle school students. Fourth and finally, a sex-education program funded by a multi-year grant was initiated.

The \$656,498 Partners in Character Education Program grant – the largest amount out of a total \$3 million - was awarded to Newark by the US Department of Education from the Fund for the Improvement of Education, which supports nationally significant programs. An additional amount was also granted for the next three years. Grant recipients were required to show how they have integrated character education into classroom instruction and teacher training, and how they have involved parents, students and the community in the process. To promote civic responsibility and values, NPS is continuing its successful partnership with Newark Do Something. The Partners in Character Education Program grant will enable every public school in Newark to have a team that will engage students in community empowerment.

Arts Infusion: Injecting Arts into the Curriculum of the Middle Grades, is the title of the arts education grant. The \$95,250 federal grant is designed to inspire middle grade students to participate in areas of interest including visual arts, literacy, and the humanities. Hopefully this will translate to better performance by students and teachers. An additional amount will also be granted for the next two years.

The Choice Game grant, \$2,345,126 over three years, was awarded by the federal Department of Health and Human Services to Several Sources Foundation Inc. for NPS. The program, which is aimed at ninth graders, focuses on the risk factors involved with lifestyle decision-making.



The \$250,000 Improving Literacy Through School Libraries grant was awarded by the US Department of Education as part of the No Child Left Behind Act. Literacy Through School Libraries is designed to improve reading achievement by providing students with access to up-to-date school library materials, technologically advanced school library media centers and professionally certified school library media specialists. The grant will provide the opportunity to work with eight schools on these goals, which will be a model for all of our media centers in the future.



# Safe and Modern Schools

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District-wide health and safety repairs are near the final closeout phase due to the continued efforts of the New Jersey Schools Construction Corporation (NJSCC) and the district's facilities team. The repair work included the replacement of alarm systems, roofs and windows, plumbing repairs, electrical systems, exterior facade replacement and stairwell renovations in 73 schools. While aiding the NJSCC, NPS staff diligently continued their regular repair, maintenance, operation, design and construction work.

The number of incidents in our schools is steadily declining.

The district's state-of-the-art surveillance systems continue operating with proven results.

All future schools are being planned using the Crime Prevention Through Environmental Design concept.

## Facilities

The 2003-04 school year was one of the most productive with groundbreakings for the new Science Park High School and Central High School. The entire community celebrated these events. With the foundation work well underway and the promise of more groundbreakings on the horizon, there is more activity around facilities related issues. The work continues to include health and safety grant projects, community outreach meetings, a focus on careers in construction and design for students and the continuation of the district's Long Range Facilities Management Plan (LRFMP).

The construction of the new Belmont Runyon Elementary School was completed. The district built this modern school facility with funding from the NJ Department of Transportation. In addition, the

completion of the new Temporary Classroom Units at Hawthorne Avenue School has expanded student classrooms, administrative and support space to replace a wing, which had to be removed due to structural concerns. The Mount Vernon Annex facility was also opened in newly renovated leased space providing needed relief from overcrowding and allowing for the expedited planning and expansion of the main building addition.

As part of the LRFMP, 14 schools are in various stages of site acquisition and design. Another 12 projects are in pre-development with site investigations and feasibility studies. Seventeen other major new construction projects have been approved by the State DOE and await action by the NJSCC. The development of plans, designs and community consultations continued for First Avenue Elementary School which, along with the two high schools underway, is at the forefront of the LRFMP schedule. The district's new Culinary Suite is heading toward final completion and we will soon be enjoying the smell and taste sensations of our future chefs' creations.

## Security

NPS continues on a positive track toward making every school in the district a safe and secure environment for students and staff. This is reflected in the steady decline of incidents in our schools. In addition, Security Services' collaborative efforts with the Newark Police Department and other law enforcement entities have proven to be successful and will continue.



# Community Relations

To empower many of the grandparents who are serving as primary care givers for school age children, we partnered with the Grandparents Support Network to offer a Grandparents Summit.

Our Concerned Fathers group involved fathers in their children's education.

The Special Education Parent Advisory Council keeps the parents of special needs students informed about their rights.

Our City Wide Parent Conference offers tips, workshops information and inspiration to all NPS parents.

## Parental involvement

NPS is committed to the goal of providing high quality curriculum and instruction in a supportive and effective home and school learning environment for every student in the district. To achieve this goal, we implement programs, activities and procedures for the involvement of parents, grandparents, foster parents and guardians of children in the district.

There are four Parent Resource Centers –located at Camden Middle School, Harold Wilson School, William H. Brown Academy, and Luis Munoz Marin Middle School– to share resources and information with schools, parent leaders and school support staff to facilitate the implementation of effective parental involvement programs. The district has parent rooms in all of the schools, where space allows, to present parents with a vast array of resources and information.

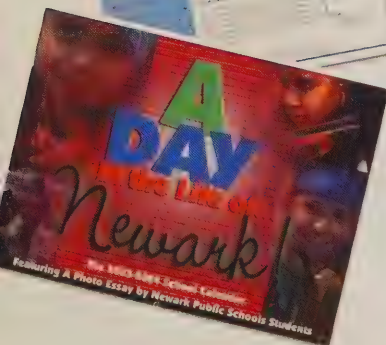
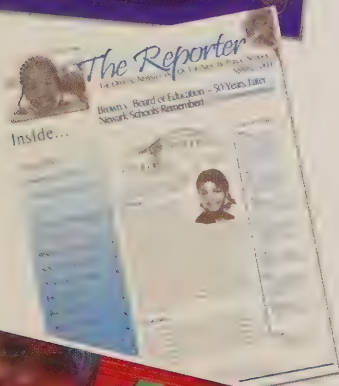
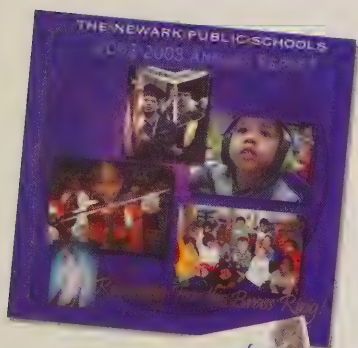
In recognition of the fact that schools operate best when there is a close cooperative relationship among all stakeholders– students, parents, teachers, support staff, administrators and the community– a committee comprised of parents, grandparents, school parent organizations and parental involvement staff developed a policy to govern the district's comprehensive parental and community involvement practices and procedures. Enforcement of the Parental & Community Involvement Policy will enable us to increase these partnerships.

To empower many of the grandparents who are serving as primary care givers for school age children, we partnered with the Grandparents Support Network to offer a Grandparents Summit. Our Concerned Fathers' group involved fathers in their children's education. The Special Education Parent Advisory Council keeps the parents of special needs students informed about their rights, and our City Wide Parents Conference offers tips, workshop, information and inspiration to all NPS parents.

Parental and community involvement events for the 2003-04 school year included First Day of School Celebration, School Pride Day, Parent Computer Technology Conference, Asthma Awareness Conference, Grandparents Summit, Principal For A Day, the Citywide Parents Conference and Math Workshops for parents.

## Public Relations

As a service to the community, the Office of Community Relations makes every effort to keep all stakeholders updated on school related activities through: our education access channel, Cablevision's Channel 22; our website, [www.nps.k12.nj.us](http://www.nps.k12.nj.us); Newark School Reporter, a quarterly newsletter for the families of NPS students; Parents Make A World of Difference, a bi-monthly newsletter offering tips for parents to assist students with school; and other regular communications with the public.



# Affirmative Action & Economic Development

Filed Federal and State Civil Rights reports reflecting the ethnic and racial scope of the district's employment status. These reports demonstrate that equity and equality continue as cornerstones of NPS policy

In accordance with Section 504 of the Rehabilitation Act of 1973, initiatives were established wherein a committee was formed to ensure that accommodations were considered and met with respect to disabled employees and students. A Special Education Task force was also established, to ensure that constitutional students and parents' rights were protected and accommodations met

Developed a MWBE set-aside program as set forth in the analytical findings and recommendations presented in the Croson disparity study

Established seminars and workshops providing resources for financing bonding and network services in connection with bidding contracts with NPS

Maintained a Business Opportunity Program, Business Two Business (B2B) in an effort to ensure district and business community participation in identifying economic development concerns and implement viable solutions

## Affirmative Action

During the past school year The Newark Public Schools affirmative action activities have included continued administrative training on issues related but not limited to, sexual harassment and hostile work environment. Complaints were investigated and guidance on dealing with gender issues in the workplace was provided to both supervisors and employees.

The Affirmative Action Office also focused on equal employment opportunities regardless of race, gender, disability, and religious discrimination. Training procedures for district employees and new employees addressed many affirmative action issues.

## Economic Development

Through efforts made by the district's Financial Services Office of Economic Development, a Court Ordered Croson Disparity Study was completed. The purpose of the study was to identify categories of both minority and women's business enterprises (MWBE) that comprise the historically underrepresented local market in the award of contracts on MWBE set-aside. In accord with the study's findings and to ensure that MWSBEs (small businesses included) are provided the opportunity for meaningful participation in all contracts awarded, the district implemented the following programs to satisfy requirements of the Croson Court Order:

- Established a bond waiver program with a maximum dollar threshold of \$150,000.
- Reviewed each application on a case-by-case basis.
- Established and utilized a vendor database file to e-mail business opportunities (advertisement for bid packages) to local SBE & M/WBE, track notifications and responses to advertisements for bid packages, and survey reasons for non-responsiveness, bid rejections, and no awards.
- Conducted networking with small business entities establishing a Business Outreach program to provide information on upcoming bid requests for bid proposals via the internet.



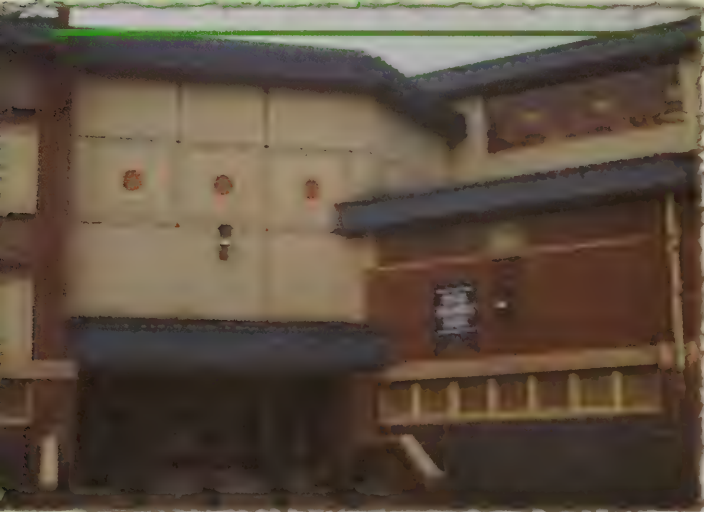


# Corporate and Community Partners

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Ad House, Inc.	Hyacinth Foundation	Pathmark Industries
Advocates for Newark's Children	Helen Keller Foundation	Papermill Playhouse
African Globe Studio Theater	International Youth Organization	Phi Delta Kappa Sorority, Inc.
Airport Opportunity	International Reading Associations	Princeton Institute for Quality Education
Alpha Kappa Alpha Sorority, Inc.	Ironbound Community Corporation	Princeton University
Always	Jacqua Foundation	Project GRAD
Association of Mathematics Teachers of NJ	Jansen Pharmaceutical	Project Hope
American Airlines	Job Services	Project Pride, Inc.
Amelior Foundation	ISCS	Protestant Community Centers, Inc.
Anheuser Busch	Kean University	Prudential Financial
Art Educators of NJ	Kids In Business	PSE&G
Arts Council of the Essex Area	La Casa de Don Pedro, Inc.	Pushcart Players
Arts Horizons	Leaguers, Inc.	Ready Foundation
ASPIRA	Liberty Science Center	Robertson Resource Center
AT&T	Lucent Technologies	Rutgers, The State University
Bank Street College of Education	MCJ Foundation	Saint Barnabas Healthcare System
Best Friends	Mental Health Association of Essex County	Salvation Army
Bethany Baptist Church	Mentoring USA	Seton Hall University
Big Brothers Big Sisters	Metropolitan Baptist Church	Special Olympics
Bloomfield College	Montclair State University	Scott Foresman, Inc.
Boys/Girls Club	NASA	St. Benedict's Prep
Bristol Myers Squibb	National Board Certification	St. Columbus Hospital
Broadway House	National Urban Alliance	St. James Hospital
Cablevision	New Community Corporation	St. Vincent's Academy
Caribbean Haitian Council	New Jersey Agriculture	Statewide Parents Advocacy Network
Catalyst Catholic Community Services	New Jersey Historical Society	Symphony Hall
Chase Foundation	New Jersey Institute of Technology	Teach for America
Childsight	New Jersey Kid Care	Teachers Teaching with Technology
Children's Aid Society	New Jersey Nets	Three Doctors Foundation Inc.
Children's Literacy Initiative	New Jersey Network	Tri-City Peoples Corp.
City of Newark	New Jersey Performing Arts Center	Trinity Baptist Church
Colgate	New Jersey Symphony Orchestra	Trust for Public Land
College of New Jersey	Newark Beth Israel Hospital	University of Medicine and Dentistry of NJ
Community Agency Corporation	Newark Do Something	United Community Corporation
Communities-In-Schools	Newark Entrepreneur Community Initiative	United States Golf Association
Continental Airlines	Newark Alliance	United Vailsburg Services Org.
Council of Great City Schools	Newark Bears and Eagles	United Way
Dodge Foundation	Newark Club	Verizon
Essex County College	Newark Fighting Back	VH-I
El Club del Barrio	Newark Literacy Campaign	Victoria Foundation
Family Service Bureau of Newark	Newark Museum	Weequahic Park Association
Financial Services of NJ	Newark Now	West Ward Cultural Center
FOCUS, Inc.	Newark Pre-School Council, Inc.	Young Fathers Program
Ford Foundation	Newark Public Library	Zeta Phi Beta Sorority, Inc.
Forest Hill Action Group	North Ward Cultural Center	
Fund For New Jersey, Inc.	Northern New Jersey Black Clergy	
GEAR UP Newark	Omega Psi Phi Fraternity, Inc.	
Grable Foundation	One World, One Vision	
Greater Newark Conservancy	Our Lady of Good Counsel	
The Healthcare Foundation of NJ	Pan Hellenic Council	
Harvard University School of Medicine	Panasonic	
Henry H. Kessler Foundation, Inc.		

# The Newark Public Schools



School Leadership Team I - East/Central Wards  
Joanne Bergamotto, Assistant Superintendent  
Former Harold A. Wilson School,  
190 Muhammad Ali Avenue  
Phone: 733-8616 Fax: 733-8881

Ann Street	465-4890
Ann St. Early Childhood	589-2442
Samuel L. Berliner	733-6641
Burnet Street	733-7138
Cleveland	733-6944
Eighteenth Avenue	733-6824
Hawkins Street	465-4921
Dr. Martin L. King, Jr.	733-7368
Lafayette Street/Annex	465-4860
Morton Middle	733-6938
Newton Street	733-6848
Oliver Street	465-4870
Quitman Street	733-6947
South Street	465-4881
Sussex Avenue/Annex	268-5200
Warren Street	733-6903
Wilson Avenue	465-4910
Wilson Ave. Early Childhood	465-4227

School Leadership Team II - Secondary Schools  
Dr. J. Russell Garriss, Assistant Superintendent  
Technology High School, 223 Broadway  
Phone: 268-5117 Fax: 268-5468

Arts High	733-7391
Barringer High	268-5125
Central High	733-6897
East Side High	465-4900
Academy of Vocational Careers	733-6911
Newark Evening High	733-7256
Newark Vocational	733-7018
Pathways	374-3077
Science High	733-8689
Malcolm X Shabazz High	733-6760
Technology High	481-5962
University High	351-2010
Weequahic High	705-3900
West Side High	733-6977
West Side Academy	733-7260

School Leadership Team III - South Ward  
Dr. Glenda Johnson-Green, Assistant Superintendent  
Louise A. Spencer School, 66 Muhammad Ali Avenue  
Phone: 733-8613 Fax: 733-8382

Avon Avenue	733-6750
Belmont Runyon	733-6920
Bragaw Avenue	705-3970
William H. Brown Jr. Academy	733-6844
Bruce Street	705-3951
George Washington Carver	705-3800
Chancellor Avenue	705-3870
Chancellor Avenue Annex	705-3860
Clinton Avenue	733-6970
Dayton Street	733-7004
Hawthorne Avenue	705-3960
Madison	374-2890
Maple Avenue/Annex	705-3850
Miller Street	733-6815
Peshine Avenue	705-3890
Louise A. Spencer	733-6931

School Leadership Team IV - North Ward  
Lydia Silva, Assistant Superintendent  
Rafael Hernandez School, 345 Broadway  
Phone: 497-5776 Fax: 497-5761

Abington Avenue	268-5230
Branch Brook	268-5220
Broadway	268-5340
Roberto Clemente	268-5290
Elliott Street	268-5360
First Avenue	268-5240
Dr. E. Alma Flagg	268-5197
Benjamin Franklin	268-5250
Gladys Hillman-Jones Middle	268-5100
Rafael Hernandez	481-5004
Dr. William H. Horton	268-5260
Luis Munoz Marin Middle	268-5330
McKinley	268-5270
Ridge Street/Annex	268-5210
Ridge St. Early Childhood Center	268-5370
Roseville Avenue	268-5312

School Leadership Team V - West Ward  
Dr. Don Marinaro, Assistant Superintendent  
Camden Middle School, 321 Bergen Street  
Phone: 733-8722 Fax: 733-8567

Alexander Street	374-2390
Boylan Street	374-2490
Camden Street	733-6994
Camden Middle	733-8350
Fifteenth Avenue	733-6924
Fourteenth Avenue	733-6940
John F. Kennedy	733-6788
Lincoln	374-2290
Mount Vernon	374-2090
New Jersey Regional Day	705-3820
South 17th Street	374-2570
Speedway Avenue	374-2740
Thirteenth Avenue	733-7045
Harriet Tubman	733-6934
Vailsburg Middle	351-2121



# Early Childhood Centers

Alice's Friendly Day Care, 89-93 St. Francis St., 973-817-9420  
 Babyland #2, 540 Orange St., 973-481-3244  
 Babyland #3, 200 So. Orange Ave., 973-623-8016  
 Babyland #7, 176 Avon Ave., 973-242-6966  
 Babyland/Good Counsel, 654 Summer Ave., 973-481-3943  
 Bethany Academy, 275 W. Market St., 973-623-1099  
 Bobbie's Babies Child Care Ctr., 744 Broad St., 973-353-0102  
 Brighter Tomorrows Children's, 796 S. Orange Ave., 973-416-4141  
 CCS Child Development Ctr., 89 Park Ave., 973-483-9387  
 Chen School, 32 Central Ave., 973-624-1681  
 Child Development for Continued Progress, 135 Prince St., 973-642-7389  
 Childtime Children's Ctr., 105 Lock St., 973-645-0442  
 Clinton Hill Community & Early Child, 420 Hawthorne Ave., 973-372-8877  
 Community Hill Learning Center, 85 Irvine Turner Blvd., 973-621-0852  
 Dove Community Child Care Academy, 902 18th Ave., 973-371-4803  
 Dove Community Child Care Academy, 105-III Grove Terr., 973-371-2811  
 Essex County Child Care, 465 Dr. Martin Luther King Blvd., 973-621-6694  
 Essex County College Child Ctr., 303 University Ave., 973-877-3357  
 First Steps Child Care Center, Inc., 15 So. Ninth St., 973-485-8200  
 Friendly Fuld Head Start, 710-714 Martin Luther King Blvd., 973-642-1225  
 Friendly Fuld Head Start, 555 Martin Luther King Blvd., 973-642-1225  
 Friendly Fuld Neighborhood Ctr., 165 Court St., 973-642-3444  
 Full Gospel Christian Academy, 531-533 So. Orange Ave., 973-372-4492  
 Giant Steps Learning Ctr., 725 MLK Blvd., 973-623-9337  
 Gospel Christian Academy, 688-692 Springfield Ave., 973-399-5099  
 Greater Mount Moriah, 202 Clinton Ave., 973-824-9090  
 Holiness Pentecostal Day Care, 22 Halleck St., 973-484-7915  
 I.E.P. - Ironbound, 697 Market Street, 973-589-8695  
 I.E.P. - North Ward, 29 Summer Avenue, 973-350-8690  
 Ironbound Community Corp. Children's Ctr., 317 Elm St., 973-589-6873  
 Just Us Kids, 177 Central Avenue, 973-286-1180  
 Keys School, 510 Parker St., 973-481-0633  
 Kiddie Korner, 319-321 Verona Ave., 973-484-5166  
 Kiddie Korner, 740 So. 18th St., 973-375-1222  
 King Memorial, 224 W. Kinney St., 973-642-4327  
 La Casa de Don, Pedro, 39 Broadway, 973-485-0850  
 La Casa de Don, Pedro, 75 Park Ave., 973-485-0850  
 Leaguers Inc, Pre School 731 Clinton Ave., 973-643-0300  
 Leaguers Inc, Pre School 750 Clinton Ave., 973-375-6840  
 Leaguers Inc, Clear View Baptist 314-320 Hobson St., 973-923-7002  
 Leaguers Preschool Ctr. Apostle House, 281/30 Grant St., 973-497-0477  
 Leaguers Preschool Ctr. Deliverance, 621 Clinton Ave., 973-643-0300  
 Leaguers Preschool Ctr. St. John's, 333 Avon Ave., 973-242-7737  
 Little Dreamers Day Care, 438 Kerrigan Blvd., 973-375-8210  
 Love Center Day Care, 836-38 Clinton Ave., 973-373-3379  
 New Life Child Care, 246 So. 19th St., 973-371-1111  
 New Life Community Day Care, 401 Avon Ave., 973-642-3380  
 New Vision Academy (18th), 447 Eighteenth Ave., 973-399-7829  
 New Hope Development Day Care, 111-119 Sussex Ave., 973-622-2051  
 New Vision Academy, 739 S. 20th St., 973-399-7829  
 Newark Day Ctr., 43 Hill St., 973-643-5710  
 Newark Preschool Council (NPC), 300 Chancellor Ave., 973-848-5026  
 NPC - Audrey West, 168-174 Roseville Ave., 973-848-5026\*  
 NPC - Broadway Mini Mall, 724 Broadway, 973-848-5026  
 NPC - Clinton Hill II, 37 Chadwick Ave., 973-824-4288  
 NPC - Edna Thomas, 423-437 S. 15th St., 973-848-5026  
 NPC - Faith Christian, 1001 South Orange Ave., 973-848-5026

NPC - Garden Spires IV, 175 First St., 973-848-5026  
 NPC - Hyatt Court, 2 Roanoke Ct., 973-848-5026  
 NPC - IGA, 94-104 Maple Ave., 973-848-5026  
 NPC - Metropolitan Baptist, 149 Springfield Ave., 973-848-5026  
 NPC - MEWW, 447 18th Ave., 973-642-4457  
 NPC - Nazarene, 856 Mt. Prospect Ave., 973-848-502  
 NPC - Roseville, 36 Roseville Ave., 973-481-1191  
 NPC - Sharpe James, 221-223 Broad St., 973-848-5026  
 NPC - St. Luke's, 146 Clinton Ave., 973-848-5026  
 NPC - St. Stephens I & II, Ferry St. & Wilson Ave., 973-848-5026  
 NPC - Stuyvesant I & II, 63-65 Stuyvesant Ave., 973-838-5026  
 NPC - Unified Vailsburg, 1044 S. Orange Ave., 973-848-5026  
 NPC - Zion Hill, 152 Osborne Tr., 973-848-5026  
 North End Nursery, 85 E. Fourth Ave., 973-483-1824  
 NTC Bradley Court, 78 Munn Ave., 973-375-3800  
 NTC Kretschmer Homes, 34 Van Vetchen St., 973-824-0111  
 NTC Scudder Child Care, 165 Court St., 973-643-3881  
 Our Lady of Perpetual Help, 170 Broad Street, 973-484-3535  
 Page Academy Child Care Ctr., 530 Central Ave., 973-622-5333  
 Parkside Preschool Number Two, Inc., 354 Park Ave., 973-484-0808  
 Rainbow Land Learning Center, 517 Market St., 973-491-5358  
 Rising Sun Academy, 535 Martin Luther King Blvd., 973-286-0026

Sarah Ward Nursery, 27 Jay St., 973-482-3593  
 Sarah Ward Nursery, 406 Sandford Avenue, 973-371-5311  
 St. Ann's Community Day Care, 110 16th Ave., 973-642-4018  
 St. Joseph's Day Care, 187 W. Market St., 973-643-2411  
 St. Joseph's Day Care Annex, 49 12th Ave., 973-273-4447  
 St. Justine Preschool, 213 Walnut St., 973-589-3265  
 St. Paul's United Methodist, 739 Mt. Prospect Ave., 973-485-0411  
 Tender Care Enterprises, 146 Delancy St., 973-589-1100  
 The Centre, 23 Elizabeth Ave., 973-242-0022  
 The North Ward Center Inc., 346 Mt. Prospect Ave., 973-481-1023  
 The North Ward Center Inc., 341 Roseville Ave., 973-482-8850  
 The North Ward Center, Inc., 475 Mt. Prospect Ave., 973-412-0990  
 Tiny Toddlers, 398-400 Lyons Ave., 973-923-6061  
 Tri-City Peoples Corp., 675 S. 19th St., 973-374-5252  
 Unified Vailsburg Services Org., 40 Richelieu Terr., 973-371-2000  
 United Community Corp. Day Care, 332-334 So. 8th St., 973-621-5441  
 Urban League, Child Dev. Ctr., 504 Central Ave., 973-624-9535  
 Vailsburg Child Development Ctr., 462 Sandford Ave., 973-371-3450  
 West Ward Cultural Center, 107 Roseville Ave., 973-482-6602  
 Women in Support/Million Man March, 53 Lincoln Pl., 973-297-1275  
 Young People's Institute, 90 W. Peddie St., 973-242-9012





# Advisory Board

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Advisory Board Chairperson  
Anibal Ramos  
2003 - Present



On behalf of the Newark Public Schools' Advisory Board, I commend all of the students who performed at outstanding levels and surpassed the state averages on the fourth grade New Jersey Assessment Skills and Knowledge test! Superintendent Bolden and her staff should be proud of progress that could not have been attained without the assistance of dedicated students, teachers, administrators and parents.

While we are proud of the achievements attained to date, we are aware that there is room for improvement. The Advisory Board has pledged to work with parents, community, students and staff to make sure that we support programs and initiatives that will help the District reach its goals. By the same token, we will scrutinize practices and policies that seem to hinder progress toward our common goal, which is to ensure that all children will learn.

The Newark Public Schools continues to achieve on various levels and we recognize that a great deal of hard work and sacrifice were necessary to reap such outstanding benefits. However, we must roll up our sleeves and continue the hard work. We cannot rest until all of our students and schools become high achievers.

The greater Newark community has proven, time and time again, that individuals can unite around a common goal and yield outstanding results. So, let's continue to support the Newark Public Schools in general and our children specifically.

*Anibal Ramos*



Former Advisory Board Chairperson  
Maryam Bey  
2002 -2003

Serving as a Newark Public Schools Advisory Board member for the last three years and one year as the chairperson was one of the greatest joys of my life. Yes, it was very challenging and at times quite stressful. But, as I kept my eye on the prize — the children of this district — I understood that the greater the challenge, the greater the glory.

When elected to this board in 2001, two issues were extremely important to me. The first was asthma education. As the mother of an asthmatic child who attended Newark Public Schools, I understood the need for parents, students, teachers and staff to be educated about this misunderstood and deadly disease. Asthma is the leading cause of missed school among children and is the most common cause of hospitalization for children 14 or younger.

As a parent, it was important to me that parents knew their rights and their children's rights as it related to their children carrying their medication with them while attending school. As a result of my concern for parents and the general school population to be educated about this disease, which can be treated and managed, we embarked on conducting an annual Asthma Conference.

The second most important issue to me was \$1.6 billion dollars designated for school construction. My concern was that minorities, particularly African-American and Hispanic Newark residents, be a part of this economic development surge by being trained and hired to help build these schools. For the next 10 – 15 years there will be extensive building of new schools or renovation of existing schools. As a former Board member and former member of the Facilities Committee, my focus was on how we would include Newark residents in this great opportunity. I am pleased to report that the administration was as concerned as the Advisory Board about this issue and has worked diligently to include Newark residents. As a result of this hard work, our percentage has significantly increased in the area of minority contracting and this practice definitely benefits Newark's children when they see their parents working on schools that they someday will be attending.

*Maryam Bey*



## The Newark Public Schools District Advisory Board



Anibal Ramos  
Chairman



Patrick Council  
Vice Chairman



Richard Cammarieri



Guillermina Cruz



Anasa Maat, Ed.D



Anthony Machado



Samuel Gonzales



Dana Rone



Leonard Anton H.  
Wheeler



Ashley Anderson  
Student Member\*



Aderonke Mustapha  
Student Member

\* Term Ended May 2004

### Marion A. Bolden, Superintendent

Mrs. Anzella K. Nelms, Deputy Superintendent

Mr. Ronald C. Lee, School Business Administrator

### Assistant Superintendents

Ms. Joanne Bergamotto, School Leadership Team I

Dr. J. Russell Garriss, School Leadership Team II

Dr. Glenda Johnson-Green, School Leadership Team III

Ms. Lydia Silva, School Leadership Team IV

Dr. Don Marinaro, School Leadership Team V

Dr. Gayle Griffin, Teaching and Learning

### Associate Superintendents

Ms. Alyson Barillari, Special Education

Mr. Benjamin O'Neal, Pupil Services and Programs

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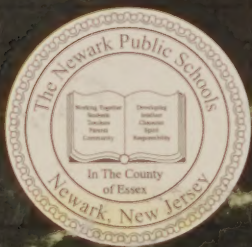
### Central Office

#### 2 Cedar Street, Newark NJ

Adult Education	733-7213
Attendance (Working Papers)	733-7292
Bilingual Education	733-8319
Community Relations	733-7360
Deputy Superintendent	733-6963
Early Childhood Education	733-6234
Economic Development	733-8815
Educational Services	733-6963
Extended School Day Programs	733-6026
Financial Services	733-7276
Gifted and Talented	733-7308
Guidance	733-6728
Human Resource Services	733-7250
Pupil Transportation	733-7192
School Business Administrator	733-8467
Security	733-7236
Special Education	733-7317
Superintendent	733-7333
Student Services	733-7055
Title I	733-7116
Transportation and Mail	733-7290
Truancy Task Force	733-6654

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Marion A. Bolden, Superintendent